



Homeland
Security

November 17, 2010

MEMORANDUM FOR: Disaster Assistance Employees
External Affairs Cadre

FROM: Daniel Hetlage
National Cadre Manager, External Affairs

SUBJECT: CREDENTIALING AND THE FEMA QUALIFICATION SYSTEM

Many of you have heard that The Federal Emergency Management Agency (FEMA) would be going to a performance-based credentialing system called the FEMA Qualification System or FQS. Several cadres, including External Affairs, went forward with the existing credentialing program because they, too, recognized the value of the work already completed and recognized that any credentialing or qualification system would have to take into account deployment history and training.

That said, FQS is now underway and the work we have already completed this summer has put us ahead of those cadres who chose not to go forward. Having already captured your training and experience, we need to now fold the performance evaluation part into the credentialing equation. We will be meeting with the FQS-designated contractor and those in the Office of Response and Recovery Directorate who are overseeing FQS in January and will have more information to provide you soon.

I do want to make you aware of one major difference between the current rating system and FQS. In FQS you are either *qualified* to perform a job or you are not. One can still be deployed while *Not Qualified*, but must work on getting the performance evaluation while on deployment to make oneself *Qualified*. To that end, the ratings *Trainee*, *Basically Qualified*, *Fully Qualified* and *Expert* will no longer be used in credentialing and will be removed from ADD when the time comes. Therefore, it would not be feasible at this time to provide the second migration report, MR2s, telling of your provisional proficiency since these proficiencies will not be carried over into FQS.

I want to be as transparent as possible about the process and promise to share pertinent information with you on the FQS program, or any other issues, as quickly as the situation warrants.

cc: James McIntyre, Director, Disaster Operations Division, External Affairs